STUDY SESSION AGENDA
TUESDAY
May 4, 2021

ALL TIMES LISTED ON THIS AGENDA ARE SUBJECT TO CHANGE

<table>
<thead>
<tr>
<th>Time</th>
<th>Attendee(s)</th>
<th>Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00 A.M.</td>
<td>Adam Burg</td>
<td>Legislative Update</td>
</tr>
<tr>
<td>10:40 A.M.</td>
<td>Brian Staley / Jeremy Reichert</td>
<td>Gravel Roads Program Update</td>
</tr>
<tr>
<td>11:10 A.M.</td>
<td>Brian Staley / Rene Valdez / Russell Nelson</td>
<td>Project Updates: Steele St Extension E 86th Ave to E 88th Ave and E 58th Ave - Washington St to York St</td>
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<tr>
<td>11:40 A.M.</td>
<td>Terri Lautt / Cindy Bero</td>
<td>United Healthcare / Medicare Plan Changes</td>
</tr>
<tr>
<td>12:10 P.M.</td>
<td>Dr. John Douglas, Executive Director, Tri-County Health Department / Sara Carrington, Tri-County Health Department / Jennifer Ludwig, Tri-County Health Department</td>
<td>Administratve Item Review / Commissioners Communication</td>
</tr>
<tr>
<td>12:40 P.M.</td>
<td>Raymond Gonzales</td>
<td>Administrative Item Review / Commissioners Communication</td>
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<tr>
<td>1:10 P.M.</td>
<td>Ryan Nalty / Katie Keefe</td>
<td>Thornton Shopping Center Redevelopment</td>
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TO WATCH THE MEETING:
- Watch the virtual Zoom Study Session through our [You Tube Channel](#)

(AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ARISE)

***AGENDA IS SUBJECT TO CHANGE***
# STUDY SESSION ITEM SUMMARY

<table>
<thead>
<tr>
<th>DATE OF STUDY SESSION:</th>
<th>May 4, 2021</th>
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<tbody>
<tr>
<td>SUBJECT:</td>
<td>Gravel Roads Update</td>
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<tr>
<td>OFFICE/DEPARTMENT:</td>
<td>Public Works – Operations Division</td>
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<td>CONTACT:</td>
<td>Jeremy Reichert, Operations Manager; Brian Staley, PE, PTOE, Public Works Director</td>
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<td>FINACIAL IMPACT:</td>
<td>None</td>
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<td>SUPPORT/RESOURCES REQUEST:</td>
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<td>DIRECTION NEEDED:</td>
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<tr>
<td>RECOMMENDED ACTION:</td>
<td>Information Update Session</td>
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**DISCUSSION POINTS:**

In 2017 the Board of County Commissioners approved additional funding and equipment for gravel road improvements across the County, with an intentional focus on eastern Adams County. The services included in this program consist of gravel road reconstruction, gravel surfacing, gravel reclamation and dust abatement.

In this study session we will provide the board with an update on the following details of the program:

- Gravel Road improvements, specifically progress made since the last update.
- Challenges, possible solutions, and future needs of the program.
- Provide information on new and innovative approaches for treating and managing gravel roads.
Asphalt road condition is based on distresses progressing over longer periods of time. Weather impacts on road condition are not as immediate.

Gravel road conditions are highly reactive to changing weather and can change from good to bad and back to good rapidly.
Preserving the useful life of gravel is the program’s objective and it serves to support environmental and resource sustainability.

Paving roads may be necessary as:
- Traffic volumes increase (>300)
- Residential development and commercial industry impacts occur
- Maintenance responsibilities become overly burdensome
March 2021 – Gravel Road Treatment Evaluation
All roads shown after snow removal and moisture impacts
Co-polymer no grading since installation
Chloride Roads graded 4 times since installation

Profile crown held – Gravel mixture holds good gradation and does not “sink” into sub-grade under traffic and moisture

Hydrophobic effect of co-polymer - water sheds and does not permeate gravel. Roads retain good friction and traction during wet weather – may become slick when ice forms like pavement

No gravel Loss from traffic splash out and grading/plow push out

Saturated road and traffic pushes gravel down into sub-grade, fines float to top resulting in gravel loss over time – often short order.

Hygroscopic effect of chloride attracts moisture and holds its– until it dilutes out – this can create sloppy/slimy roads

Gravel Loss from traffic splash out and grading/plow push out

E. 72nd Ave – June 2020 (9-month)
Co-Polymer Treated Roads - post application
E. 88th Ave – July 2020 (8-month)

E. 32nd Ave – August 2020 (7-month)
Chloride Treated Roads - post application
Piggott Rd - September 2020 (6-month)
Gravel Road Service and Programs

Gravel road maintenance and rehabilitation programs are high priority within PW- Operations
2015 - 80% of the gravel road network was in disrepair and beyond the capable scope of routine maintenance!
• 2014 Inventoried gravel road network, updated State database (HUTF), organized our routes, benchmarked service delivery

• 2015 Realized that grading service was not sufficient and could not sustain reliable & safe roadways – Strategic plans developed

• 2016 Began pilot testing materials and practices unique to our challenges – condition assessment - BoCC approves additional funding for 2017 budget and additional equipment & FTE

• 2017 Began program(s) expansion & development
• 2018 Realized operational capacities and identified new systemic challenges (water demand & protecting investments)

• 2019 Realized positive impacts, network condition improvement and maintenance reduction (need)

• 2020 Focus shifting toward maintaining investments while progressing fewer improvements – finding right sized balance!
Gravel Roads will always have challenges
KEY PERFORMANCE INDICATORS (KPI): New layer of surface gravel placed every **12-14 years** (Network Wide)

- Over 1.64 Million miles traveled (hauling gravel)
- 2,176,672 Gallons of additives
- 74,567 lbs. of additives
- 20,366,870 Gallons of water (62.5-acre feet)
- 381,033 Tons of gravel (29,310 County truck loads equivalent)
- 15,570 Linear feet of culvert

**32% of gravel network improved (524 LM)**

*On-track - AVG 131 LM annually = 13 yrs.*

**Benchmarked from 2017 (BoCC support)**

As Improvements progress, the need to sustain those improvements grows
Looking Forward

- **Continue advancing gravel additives to reduce maintenance cycles**
  - Gravel additives reduce dust, weather impacts and grading frequencies. Some products reduce construction water and gravel. Thickness requirements for both gravel and asphalt pavement.

<table>
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<tr>
<th>December 2017</th>
<th>February 2018</th>
<th>April 2018</th>
<th>June 2018</th>
<th>January 2019</th>
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</table>

- **Chip/Cape Seal Over Polymer Treated Base.**
  - Capable of producing 5–8-year maintenance free gravel roadway. Widely used and proven chip sealing process over gravel is used across the country including in Colorado.
Whole Investments

- Employees pay rate + 25% for total comp (soft cost)
- Equipment cost per meter + depreciation (soft cost)
- Actual material cost and/or contract service cost (hard cost)
Adams County – Public Works

At the national level, we are leaders within the industry

With ELT and BoCC support we have been able to provide safe and reliable transportation infrastructure!
STUDY SESSION AGENDA ITEM

DATE: May 4, 2021

SUBJECT: Projects: Steele Street Extension – E 86th Avenue to E 88th Avenue and East 58th Avenue – Washington Street to York Street

FROM: Brian Staley, PE, PTOE, Director of Public Works
René Valdez, CIP Manager
Russell T. Nelson, PE, Senior Stormwater Engineer

AGENCY/DEPARTMENT: Public Works Department

ATTENDEES: Brian Staley, René Valdez, Russ Nelson

PURPOSE OF ITEM: Status update of both Projects. Request the Board’s approval for additional time and compensation to complete the design and construction plans, acquire right-of-way and construct the improvements.

STAFF RECOMMENDATION: Approve a Contract Change Order for projects: Steele Street Extension – E 86th Avenue to E 88th Avenue; and East 58th Avenue – Washington Street to York Street

DISCUSSION POINTS:

- Steele Street Extension Design Changes / Construction Support - $38,031 / $49,221
  - Design Changes - $38,031
    - Design Hydrology and Hydraulics
      - Chaparral Village storm / Thornton Estates revisions
      - Offsite Hydrology / 100-year Conveyance / Stormwater Quality Basin Revisions
    - E 86th Ave Sidewalk / Steele Profile Revisions
  - Schedule
    - Design complete 3rd Quarter 2021
    - Right-of-way Possession and Use 3rd / 4th Quarter 2021
    - Advertise for Construction 4th Quarter 2021
  - Construction Support Services – $49,221
    - Time Extension to December 31, 2023
- E 58th Avenue - $297,200
  - Design Changes
    - Property Owner Negotiation Revisions to plans - $149,000
    - 35 Total / 15 Challenging (7 Acquired – 5 Negotiating – 3 Contesting) ie 8 At-Risk
    - Minimize project costs by reducing or eliminating damages ie several iterations of meetings, negotiations, design changes
  - Schedule
    - Design complete 3rd Quarter 2021
    - Right-of-way Possession and Use 3rd / 4th Quarter 2021
    - Advertise for Construction 4th Quarter 2021
  - Construction Support Services – $78,200
    - Time Extension to December 31, 2023
Steele Street Extension
E 86th Avenue to E 88th Avenue
Change Order Summary

Design Complete 3rd Qtr
Change Order #1 - $38,029
Design Changes

Change Order #2 - $49,221
Construction Support Services

Contract Summary
Original Contract Total: $565,257.00
Change Order #1 Total: $38,029.00
Contract including Change Order #1 Total: $603,286.00
Change Order #2 Total: $49,221.00
Contract including All Change Orders Total: $652,507.00

Advertise for Const. 4th Qtr
Change Order #2 - $49,221
Construction Support Services

R.O.W. Possession and Use 3rd / 4th Quarter 2021
Steele Street Extension
E 86th Avenue to E 88th Avenue
Project Location

Questions?
E 58th Avenue
Washington Street to York Street
Project Location
E 58th Avenue
Washington Street to York Street
Status Property Acquisitions

35 Parcels

20 Acquired
7 Challenging Acquisitions

5 Negotiations
3 Court Actions
E 58th Avenue
Washington Street to York Street
Status Property Acquisitions

Court Actions
1. Denver Mart LLC
2. Thompson Partnership (aka High St. vac.)
3. Denver Rock Island Railroad

Negotiations
1. Toepper LLC
2. Federal Partners LLC
3. 5 Palms Properties LLC
4. Mountainaire Property LLC
5. Reconserve of Colorado Inc

Challenging Acquisitions
1. Clark A LTD (aka Subway)
2. Jet V 5796 LLC
3. Ready Mixed Concrete Co
4. Western Stockshow Association
5. Castro Manuelita
6. Temptee Brand Steaks Inc
7. Kuettel +2 LLC

Acquired
1. Ortiz
2. Paris Family LLC
3. Masad Monawara
4. KSKK LLC
5. Ogden North Enterprises LLC
6. Spera Family Investment Co
7. Gibbons P. and Spera M.
8. Kearney Trust
9. Guerrero Simon
10. 5830 Downing Street LLC
11. Classic II Holdings LLC
12. Franklin Industrial Group LTD
13. Arakouzo
14. Public Service Company of Colorado
15. Hensley Properties LLC
E 58th Avenue
Washington Street to York Street
Change Order Summary

Property Owner Negotiation Revisions
15 Challenging Negotiations
- Design
- Present Options
- Revise / Repeat
- Finalize
- Legal Descriptions with Exhibits
- Incorporate into Construction Documents

Benefits to Project
- Minimize Damages to Properties
- Reduces Risk to County
- Solutions Are More Amicable
- Reduction in Project Costs
- Improved Completion Schedule

Change Order
Property Owner Negotiation Revisions $144,000
Street Light Design $18,000
Utilities Coordination $57,000
Construction Support Services $78,200
Total $297,200

Design Complete 3rd Qtr
ROW Possess & Use 3rd / 4th Qtr
Advertise for Const. 4th Qtr
E 58th Avenue
Washington Street to York Street

Questions?
Adams County

Steele Street Extension: E. 86th Ave to E. 88th Ave –
Task Documentation

Change Order 1

Prepared for:
Adams County
Public Works
4430 South Adams County Parkway,
Suite W2000B
Brighton, CO 80601

Prepared by:
Stantec Consulting Services, Inc.
1560 Broadway, Suite 1800
Denver, CO 80202
Introduction

The following scope and fee is to document additional tasks required to complete the design of the Steele Street Extension: E. 86th Ave to E. 88th Ave. The additional tasks have been identified as work outside the original scope and are summarized below.

Task 1.0 - Project Management and Coordination

1.1 Project Meetings and Task Management - The extended project schedule has required additional meetings and coordination. The original project duration was anticipated to be 10 months. Starting with an NTP in September of 2019, project management and meetings were anticipated to be complete for the design phase in July of 2020. We have estimated 20 additional meetings over the original budget through a duration of 12 additional months. This task will cover coordination through the end of design anticipated to be the end of June of 2021.

Task 9.0 - Hydrology and Hydraulic Engineering

During the process of finalizing the stormwater conveyance system several tasks concepts were proposed, vetted, designed, drafted, and finalized. Subsequent discussions with various stakeholders required further modifications that were not anticipated. Two of these occurred within the Chaparral Village neighborhood while the other two locations related to the offsite tributary areas and stormwater detention basin sizing.

9.1 Chaparral Village Overflow - Stantec designed, drafted, and finalized an overflow path for the 100-year design storm. The system was requested to be a concrete overflow facility to define the limits and provide more efficient conveyance.

9.2 Chaparral Storm Revisions - After submittal of the 90% plans, the City of Thornton requested the inlet types within Chaparral be revised from Type R Inlets to Type 13. This required additional analysis and assessment of flow patterns tributary to and downstream of the proposed inlets.

9.3 Offsite Hydrology/ 100-yr Conveyance - After submittal of the 90% plans which identified the overflow path for the 100-year flood to follow historic conditions to the Lower Clear Creek Canal, project stakeholders requested review of options to collect 100-year flows and direct to the Hoffman Drainageway.

9.4 Detention Basin Revisions - Based on requests from project stakeholder, Stantec will review 3 additional alternatives for the Detention Basin configuration to attempt to accommodate additional storage and routing opportunities.

Task 13 - Roadway Design and Roadside Development

13.1 86th Avenue Sidewalk - Stakeholders concurred that the north side of the west bound lane of E. 86th Avenue should have an ADA compliant sidewalk constructed with this project. Due to elevation challenges, the addition of a sidewalk was difficult
and required several iterations to develop a design that would meet criteria and remain within available ROW.

13.2 **Steele Profile Revision** - Original design concepts created a low point south of 88th Avenue following existing grade and providing a more logical transition for Steele Street across 88th Avenue. However, in order to provide a design that does not co-mingle project runoff with runoff conveyed in E. 88th Avenue, project stakeholders requested to create a high point in Steele Street south of E. 88th Avenue. Adding a highpoint created significant grading challenges which impacted design concepts for roadway and storm conveyance.

**Fee Estimate**

Stantec proposes the following fees for the design scope changes noted above:

<table>
<thead>
<tr>
<th>Description</th>
<th>Total Costs</th>
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<tbody>
<tr>
<td>TOTAL DESIGN CHANGE COSTS</td>
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<tr>
<td>TOTAL CHANGE ORDER REQUEST</td>
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**Exclusions**

Specifically excluded from Stantec’s scope of work are the following:

1. Construction services.
## Project Summary

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<th>WBS Code</th>
<th>Task Code</th>
<th>Task Name</th>
<th>Units</th>
<th>Hours</th>
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Adams County

Steele Street Extension: E. 86th Ave to E. 88th Ave – Construction Services Task Documentation
Change Order 2 – Attachment C

Prepared for:
Adams County
Public Works
4430 South Adams County Parkway,
Suite W2000B
Brighton, CO 80601

Prepared by:
Stantec Consulting Services, Inc.
1560 Broadway, Suite 1800
Denver, CO 80202
Introduction

The following scope and fee is to document additional tasks required to complete the construction services portion of the Steele Street Extension: E. 86th Ave to E. 88th Ave project.

Task 15 - Construction Services

15.1 Construction Meetings - Stantec will attend construction meetings with ADCO, COT, and the selected contractor, as requested by the County. We anticipate construction to take 12 months to complete for a total of 24 meetings. All meetings are anticipated to be in the field for this estimate.

15.2 RFI Response - Stantec will review RFI’s submitted during the bidding phase and construction phase as requested by the County. If requested, we will work with ADCO, COT, and the contractor to develop solutions for review by all party’s. We anticipate a total of 8 RFI and responses as part of this task.

15.3 Change Support - Stantec will review Change Requests submitted during the construction phase as requested by the County. If requested, we will work with ADCO, COT, and the contractor to develop solutions for review by all party’s. We anticipate a total of 2 Change Requests and responses as part of this task.

15.4 Construction Observation - As part of the construction services, we anticipate to occasionally observing construction activities on site as requested by the County. We have estimated that this will occur two times per month for the duration of the construction activities for a total of 18 field meetings.

15.5 As-Built Drawings - Stantec will transfer redline mark ups that reflect field design revisions and utility crossing information provided by the Contractor and include in As-Built Drawings. No other changes will be included in the As-Built Drawings.

Fee Estimate

Stantec proposes the following fees for the design scope changes noted above:

<table>
<thead>
<tr>
<th>Description</th>
<th>Total Costs</th>
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<td>Construction Services</td>
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<tr>
<td>Total Change Order Request</td>
<td>$49,221</td>
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Exclusions

Specifically excluded from Stantec’s scope of work are the following:

1. Additional construction services not identified above.
# FEE ESTIMATE - Steele Street Extension

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<th>Task Code</th>
<th>Task Name</th>
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<td>48</td>
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March 26, 2021

Adams County Public Works Department
4430 S. Adams County Parkway
Brighton, Colorado 80601

Attn: Russel Nelson P.E., Senior Stormwater Engineer

Subject: Change Order Request for 58th Avenue, Washington to York, 2016.406

Russ:

Drexel Barrell is submitting this change order request for:

1. Street Light Design:
   As the design currently proposed by Xcel will underground a significant amount of utilities located on overhead poles, that are currently the only source of streetlights, Adams County has determined that a street lighting plan would be beneficial for the project. Drexel, Barrell & Co. will prepare a street light design (and construction plan) based on county standards and sub-consult an electrical engineer to provide the necessary electrical design elements to Xcel to implement into their electrical design. A manufacturer/provider will be contacted to prepare a photometric plan based on the proposed design.
   **Fee: $18,000** (Engineering $8,000, Electrical $10,000)

2. Utility Coordination:
   In addition to further revisions to the storm sewer outfall (beyond the expectations set forth in Change Order #1), it was determined that it is more beneficial to the corridor to re-align utilities per a typical utility corridor than to attempt to align utilities per existing alignments as reflected in the 90% Design. This is most evident east of Franklin Street, as the utility corridor runs within the road diagonally with most utilities being on the south side of 58th Avenue near Franklin Street and on the north side of 58th Avenue near the railroad. After additional coordination with other utility providers, the previous alignment caused issues for maintaining service during construction for the sanitary sewer (North Washington Street Water and Sanitation) and the high-pressure gas line (Xcel). The 90% Design was likely the most economical design for Adams County, but was not ideal for future maintenance including utility separations, and improvements required by other entities. We view these changes as a justifiable impact to the cost of the project to ensure the utility corridor can function properly and be maintained for many years to come.
   As Change Order #1 Included a fee for an open cut trench to evaluate the depth of the 90” sanitary sewer interceptor in York Street that is no longer required and was not performed, a credit of $5,000 is being provided with this change order request.
   **Fee: $52,000** ($53,000 Engineering, $4,000 Structural, $5,000 Credit from CO#1)
3. Property Owner Negotiation Revisions

Provision for additional costs to complete the project due to extensive revisions to the construction documents related to: alterations of private property improvements (and to the roadway design) to minimize acquisitions by Adams County or aid in contract negotiations for obtaining right-of-way and easements, revisions to right-of-way plans / exhibits / legal descriptions per the fore mentioned changes, and additional topographic survey. These revisions could not have been reasonably anticipated during proposal preparation and were developed through extensive coordination with land owners after a fully developed concept had been coordinated with Adams County and created, including a 90% Design for construction documents and fully developed right-of-way plans with accompanying legal descriptions and exhibits for the acquisition process. The 90% Design and survey work were completed after initial meetings with all landowners but require revisions after follow-up discussions by Adams County with landowners during the acquisition process.

Fee: **$149,000** ($109,000 Engineering, $27,000 Survey, $13,000 Structural)

4. Construction Support Services

Per our discussions, as our contract does not contain any services for Construction Administration, we have provided a fee for an eighteen-month construction schedule. We are assuming 6 hours per week for a 78-week construction schedule. This will include the review and approval of submittals/shop drawings, responses to RFI’s, and minor revisions to the plans. Based on the extensive coordination with utility providers and landowners, we anticipate minimal changes to the approved plans and specifications but due to the complexity of the project, revisions may be required that are not foreseen at this time. As part of the Construction Administration services, we will also provide a running line for the Xcel overhead/underground electric lines as these activities will likely begin before the contractor is under contract for services. Xcel gas lines and other underground dry utilities will need to be incorporated into construction sequencing activities and can be handled as part of the construction surveying. As-Built drawings will be created per information provided by the contractor to close out the project.

Fee: **$78,200** (Engineering $70,200, Survey $4,000, Structural $4,000)

5. Contract Extension

A time extension to our contract to finalize construction documents and include Construction Administration activities as proposed below. We request the contract time be extended to at least **December 31, 2022**.

The total contract increase we are requesting is **$297,200**.
As we have been working on the design of this project since 2016, we look forward to finalizing our efforts from the last five years and seeing this project through construction and completion.

Please do not hesitate to contact me at glingreen@drexelbarrell.com or 303-442-4338 if you have any questions or comments.

Sincerely,

Drexel, Barrell & Co.

Garrett Lingreen, P.E.
Senior Engineer

Enc: Drexel, Barrell & Co. 2021 Billing Rates
# 2021 Billing Rates

**Last Name** | **First Name** | **Blg Class** | **Blg Title** | **Rate**
--- | --- | --- | --- | ---
POLASEK | ALEXANDER | FSA | Field Surveyor - Add'l Crew | 55
CANTILLO | ARCELIA | DE1 | Design Engineer 1 | 100
CHARLAND | BRIAN | DE2 | Design Engineer 2 | 110
KNAPP | CAMERON W | ASC1 | Associate 1 | 150
FORSHEE | CRAIG | DE2 | Design Engineer 2 | 110
SCHULER | DEREK | PE3 | Professional Engineer 3 | 150
ROBERTS JR. | ED | PE3 | Professional Engineer 3 | 150
MAAG | EMILY | SV2 | Field Surveyor 2 | 115
LINGGREEN | GARRETT | PE3 | Professional Engineer 3 | 150
GREMBOWIEC | GARY | DE3 | Design Engineer 3 | 120
SHAW | GARY | SV2 | Field Surveyor 2 | 115
SLAUGHTER | GINGER E | DE3 | Design Engineer 3 | 120
ARMSTRONG | JASON | SV1 | Field Surveyor 1 | 110
MUIRHEID | JAY | SV3 | Field Surveyor 3 | 120
DAY | JOHN | PLS3 | Professional Land Surveyor | 135
VARNUM | KATE | PE1 | Professional Engineer 1 | 125
WOOD | KEVIN | AD | Administrative | 60
COOPER | KIMBERLY | CFO | Chief Financial Officer | 100
CRAWFORD | KURT | PE1 | Professional Engineer 1 | 125
FINNEY | MARISSA | TEC2 | Technician 2 | 105
BUTLER | MARK | PE2 | Professional Engineer 2 | 140
SELDERS | MATHEW E | PR | Principal | 170
ECKER | MICHAEL | SV3 | Field Surveyor 3 | 120
O’LAUGHLIN | MICHAEL | TEC1 | Technician 1 | 100
MIDDLETON | MICHAEL D | MPR | Managing Principal | 180
IBLINGS | MICHELLE | PE3 | Professional Engineer 3 | 150
BOWEN | PATRICE | AD | Administrative | 60
O’HEARN | PATRICK | ASC1 | Associate 1 | 150
RICHARDSON | ROBERT | SV3 | Field Surveyor 3 | 120
NATELLI | SARA | DE3 | Design Engineer 3 | 120
WRIGHT | TIFFANY | AD | Administrative | 60
MCCONNELL | TIMOTHY | PR | Principal | 170
COX | JESSE | SV2 | Field Surveyor 2 | 115
SMEENK | TYLER | DE2 | Design Engineer 2 | 110
DASCHER | VINCENT | LS1 | Land Surveyor 1 | 115
WRIGHT | WILLIAM K | MPR | Managing Principal | 180
SLAUGHTER | CHALRES | FSA | Field Surveyor - Add'l Crew | 55

**Blg Class** | **Blg Title/Category** | **Blg Rate**
--- | --- | ---
AD | Administrative | 60
ADJ | Adjustment | 1
ASC1 | Associate 1 | 150
ASC2 | Associate 2 | 155
ASC3 | Associate 3 | 160
CFO | Chief Financial Officer/Controller | 100
CI1 | Construction Inspector | 100
DE1 | Design Engineer 1 | 100
DE2 | Design Engineer 2 | 110
DE3 | Design Engineer 3 | 120
EI | Engineering Intern | 60
EW | Expert Witness | 300
FSA | Field Surveyor - Add'l Crew | 55
SV1 | Field Surveyor 1 | 110
SV2 | Field Surveyor 2 | 115
SV3 | Field Surveyor 3 | 120
LS1 | Land Surveyor 1 | 115
LS2 | Land Surveyor 2 | 125
MPR | Managing Principal | 180
PR | Principal | 170
PE1 | Professional Engineer 1 | 125
PE2 | Professional Engineer 2 | 140
PE3 | Professional Engineer 3 | 150
PLS3 | Professional Land Surveyor | 135
CI2 | Sr. Construction Engineer | 120
TEC1 | Technician 1 | 100
TEC2 | Technician 2 | 105
TEC3 | Technician 3 | 110

01/01/2020
### STUDY SESSION ITEM SUMMARY

<table>
<thead>
<tr>
<th>DATE OF STUDY SESSION:</th>
<th>May 4, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUBJECT:</td>
<td>United Healthcare/Medicare plan changes</td>
</tr>
<tr>
<td>OFFICE/DEPARTMENT:</td>
<td>People and Culture</td>
</tr>
<tr>
<td>CONTACT:</td>
<td>Cindy Bero, Benefits Manager</td>
</tr>
<tr>
<td>FINACIAL IMPACT:</td>
<td>None</td>
</tr>
<tr>
<td>SUPPORT/RESOURCES REQUEST:</td>
<td>n/a</td>
</tr>
<tr>
<td>DIRECTION NEEDED:</td>
<td>Decision on proposed changes</td>
</tr>
<tr>
<td>RECOMMENDED ACTION:</td>
<td>To approve the proposed changes to the United Healthcare/Medicare plan offerings for retirees (to be effective 1/1/2022).</td>
</tr>
</tbody>
</table>

### DISCUSSION POINTS:

- Will provide cost information on current United Healthcare Medicare plans and compare that to savings of new, proposed plan.
- Will provide plan design comparison information of current plans to proposed plan.
Proposal for 2022 United Healthcare Medicare Plan Changes

Study Session – May 4, 2021
PROPOSAL

We are proposing that effective 1/1/2022, the following changes are made to the United Healthcare retiree Medicare plans:

• Remove the Senior Advantage HMO plan
• Remove the medical supplemental Plans F and G
• Remove the prescription Plan D
• Replace removed plans with the Senior Advantage PPO plan
• Freeze out-of-area reimbursements
PROPOSAL

United Healthcare recently presented plan details and cost of their Senior Advantage PPO plan.

Not only will this save money for the vast majority of UHC retirees, they will have access to enhanced benefits.
<table>
<thead>
<tr>
<th>SR ADVTG HMO - Current</th>
<th>SR ADVTG PPO - Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>$443.29 monthly premium</td>
<td>$210.24 monthly premium</td>
</tr>
<tr>
<td>Colorado only</td>
<td>National</td>
</tr>
<tr>
<td>Includes prescription coverage</td>
<td>Same prescription coverage</td>
</tr>
<tr>
<td>PLANS F/G/D - Current</td>
<td>SR ADVVTG PPO - Proposed</td>
</tr>
<tr>
<td>-----------------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>Varies based on age, gender, location</td>
<td>$210.24 monthly premium</td>
</tr>
<tr>
<td>Whoever takes Medicare</td>
<td>Whoever takes Medicare</td>
</tr>
<tr>
<td>Not covered - House calls</td>
<td>Covered - House calls</td>
</tr>
<tr>
<td>Not covered - Hearing aids</td>
<td>Covered – Hearing aids</td>
</tr>
<tr>
<td>Insurance cards – Four</td>
<td>Insurance cards – One</td>
</tr>
<tr>
<td>Must purchase Part D for Rx</td>
<td>Includes Rx – Same formulary</td>
</tr>
</tbody>
</table>
# Medicare Advantage vs. Medicare Supplement

| Clinical & Wellness engagement* | ✓ | × |
| Care coordination* | ✓ | × |
| Proactive Gap Care Closure | ✓ | × |
| HouseCalls * | ✓ | × |
| Wellness Rewards | ✓ | × |
| Star Rating Measurements – MA | ✓ | × |
| Stars Rating Measurements – PDP | ✓ | × |
| Additional Value-Added Benefits | ✓ | × |
| Reduced Premiums | ✓ | × |
| Simplified Experience – ONE ID Card | ✓ | × |

* Voluntary retiree participation

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**UnitedHealthcare**

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**Group Medicare Advantage**

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**Medicare Supplement**

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- Clinical & Wellness engagement
- Care coordination
- Proactive Gap Care Closure
- HouseCalls
- Wellness Rewards
- Star Rating Measurements – MA
- Stars Rating Measurements – PDP
- Additional Value-Added Benefits
- Reduced Premiums
- Simplified Experience – ONE ID Card

---

**Voluntary retiree participation**
## COST COMPARISON

<table>
<thead>
<tr>
<th>Sr. Advtg HMO (current) to the Sr. Advtg PPO (proposed)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly Premium - Current</td>
</tr>
<tr>
<td>Monthly Premium – Proposed*</td>
</tr>
<tr>
<td>Monthly Savings</td>
</tr>
</tbody>
</table>

*Quoted 2021 rate
COST COMPARISON

SAVINGS – PLANS F/G/D TO SR. ADVTG PPO

<table>
<thead>
<tr>
<th></th>
<th>187 out of 208 or 90%</th>
</tr>
</thead>
<tbody>
<tr>
<td># Retirees Saving Money</td>
<td>187 out of 208 or 90%</td>
</tr>
<tr>
<td>Saving Range (monthly)</td>
<td>$0.91 to $225.11</td>
</tr>
<tr>
<td>Average Savings (monthly)</td>
<td>$116.15</td>
</tr>
<tr>
<td>Those Without Our Rx Plan*</td>
<td>17</td>
</tr>
</tbody>
</table>

*Those not enrolled in our Rx plan are paying additional for prescription coverage elsewhere. This means some of these 17 retirees could save more money moving to the proposed plan.
## COST COMPARISON

<table>
<thead>
<tr>
<th>HIGHER COST – PLANS F/G/D TO SR. ADVTG PPO</th>
</tr>
</thead>
<tbody>
<tr>
<td># Retirees with Higher Cost</td>
</tr>
<tr>
<td>Higher Cost Range (monthly)</td>
</tr>
<tr>
<td>Average Higher Cost (monthly)</td>
</tr>
<tr>
<td>Those Without Our Rx Plan*</td>
</tr>
</tbody>
</table>

*Those not enrolled in our Rx plan are paying additional for prescription coverage elsewhere. This means some of these 19 retirees could actually save money moving to the proposed plan.
OUT OF AREA REIMBURSEMENTS

We currently provide reimbursement (of the $50 monthly county contribution) to retirees who purchase their own medical coverage elsewhere if the retiree moves to an area where service isn’t covered by one of our plan options.

By adding the option of the UHC Senior Advantage PPO plan, that has in and out of network coverage nationwide, there is no longer a need to offer this reimbursement.
OUT OF AREA REIMBURSEMENTS

We are proposing to freeze the out-of-area reimbursement program:

• Continue reimbursement for retirees currently receiving.
• Effective 1/1/2022, no longer offer new retirees the out-of-area reimbursement since it is not needed.
RECAP

We are requesting approval of the following changes to be effective 1/1/2022:

• Remove the Senior Advantage HMO plan
• Remove the medical supplemental Plans F and G
• Remove the prescription Plan D
• Replace removed plans with the Senior Advantage PPO plan
• Freeze out-of-area reimbursements
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>In-Network Only</td>
<td>Any Willing Medicare provider</td>
<td>I or Out of Network</td>
<td>Any Willing Medicare provider</td>
<td>Any Willing Medicare provider</td>
</tr>
<tr>
<td>Plan Year Deductible</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>N/A</td>
<td>N/A</td>
<td>$0/$0</td>
<td>$203</td>
<td>N/A</td>
</tr>
<tr>
<td>Family</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Out-of-pocket Maximum</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual</td>
<td>6,700</td>
<td>$0</td>
<td>$0/not applicable</td>
<td>$0/not applicable</td>
<td>N/A</td>
</tr>
<tr>
<td>Family</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Physician Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PCP Office Visit</td>
<td>$10 copay</td>
<td>$0 copay</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>N/A</td>
</tr>
<tr>
<td>Specialist Office Visit</td>
<td>$20 copay</td>
<td>$0 copay</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>N/A</td>
</tr>
<tr>
<td>Preventive Care</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>N/A</td>
</tr>
<tr>
<td>Urgent Care (world wide)</td>
<td>$10 copay</td>
<td>$0 copay</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>N/A</td>
</tr>
<tr>
<td>Hospital Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inpatient</td>
<td>$250 copay per Admit</td>
<td>$0 copay</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>N/A</td>
</tr>
<tr>
<td>Outpatient Surgery</td>
<td>$125 copay</td>
<td>$0 copay</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>N/A</td>
</tr>
<tr>
<td>Ambulance</td>
<td>$50 copay</td>
<td>$0 copay</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>N/A</td>
</tr>
<tr>
<td>Emergency Room (world wide)</td>
<td>$50 copay (waived if admitted)</td>
<td>$0 copay</td>
<td>$250 copay, 80% /20% lifetime max benefit $50,000</td>
<td>$250 copay, 80% /20% lifetime max benefit $50,000</td>
<td>N/A</td>
</tr>
<tr>
<td>Lab/ X-Ray</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diagnostic Lab</td>
<td>Plan pays 100%</td>
<td>$0 copay</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>N/A</td>
</tr>
<tr>
<td>Diagnostic X-Ray</td>
<td>Plan pays 100%</td>
<td>$0 copay</td>
<td>Plan pays 100%</td>
<td>Plan pays 100%</td>
<td>N/A</td>
</tr>
<tr>
<td>Prescriptions</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Part D Deductible</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Catastrophic Coverage Gap (Donut hole)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>$4,130</td>
</tr>
<tr>
<td>Part D Out-Of-Pocket Maximum (TrOOP)</td>
<td>$6,550</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>$6,550</td>
</tr>
<tr>
<td>Tier 1 Preferred Generic</td>
<td>$10 copay</td>
<td>$10 copay</td>
<td>N/A</td>
<td>N/A</td>
<td>$3 copay</td>
</tr>
<tr>
<td>Tier 2 Preferred Brand</td>
<td>$20 copay</td>
<td>$20 copay</td>
<td>N/A</td>
<td>N/A</td>
<td>$10 copay</td>
</tr>
<tr>
<td>Tier 3 Preferred Brand</td>
<td>$40 copay</td>
<td>$40 copay</td>
<td>N/A</td>
<td>N/A</td>
<td>$45 copay</td>
</tr>
<tr>
<td>Tier 4 Non-Preferred Brand</td>
<td>$40 copay</td>
<td>$40 copay</td>
<td>N/A</td>
<td>N/A</td>
<td>$40% coinsurance</td>
</tr>
<tr>
<td>Tier 5 Specialty Drug</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>$33% coinsurance</td>
</tr>
<tr>
<td>Mail Order (90 days)</td>
<td>2x copay</td>
<td>2x copay</td>
<td>N/A</td>
<td>N/A</td>
<td>refer to plan benefit guide</td>
</tr>
<tr>
<td>Catastrophic Coverage Per Script Max</td>
<td>$3.70/$9.20 or 5%</td>
<td>$3.70/$9.20 or 5%</td>
<td>N/A</td>
<td>N/A</td>
<td>$3.70/$9.20 or 5%</td>
</tr>
<tr>
<td>Rate</td>
<td>$443.29</td>
<td>$210.24</td>
<td>varies</td>
<td>varies</td>
<td>$102.60</td>
</tr>
</tbody>
</table>